



west midlands
police and crime
commissioner

STRATEGIC POLICING AND CRIME BOARD

**Notes of meeting held on Tuesday, 05 November 2013
in the Main Committee Room, Lloyd House**

- Present: Jones, Bob – Police and Crime Commissioner
Connor, Brendan – Non-executive
Foster, Cllr Judy – Assistant Police and Crime Commissioner
Hannon, Cath – Non-executive
Hendricks, Cllr Ernie – Non-executive
Mosquito, Cllr Yvonne – Deputy Police and Crime Commissioner
Nazir, Cllr Mohammad – Assistant Police and Crime Commissioner
Sawdon, Cllr Tim – Non-executive
- In attendance: Beale, Marcus – ACC Security
Burgess, Chief Superintendent Rick
Davis, Det Chief Inspector Katherine
Courtney, Jacky – Chief Executive
Hickman, Fiona – Committee Manager
Jeffries, Kate – Head of Information and Relationship Management
Rowe, Sharon – ACC Crime
Rowson, Chris – Head of Human Resources
Thompson, David – Deputy Chief Constable
Wilkin, David – Director of Resources
Williams, Mike – Chief Finance Officer
- Observers: Approximately 12

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|---------------|--|----------------|
| 083/13 | Conflicts of Interest | 0083/13 |
| | None. | |
| 084/13 | Apologies | 084/13 |
| | Apologies had been received from Cllr Faye Abbott and the Chief Constable. | |

085/13 Notes of the Last Meeting 085/13

The Board approved the notes of:

- a) the meeting held on 01 October 2013 in public
- b) the meeting held on 01 October 2013 in private

086/13 Public Questions 086/13

No questions from the public had been received.

087/13 Finance: Revised Revenue Budget 2013/14 087/13

The Chief Finance Officer introduced the report which provided an update on changes to the 2013/14 Revenue Budget.

The Board considered the report and noted its contents.

088/13 West Midlands Police Income 088/13

The Chief Finance Officer introduced the report which provided an analysis of the sources of income available to West Midlands Police other than central funding and council tax.

The Board considered the report and noted its contents. During the discussion the question of future opportunities to generate income was raised. **ACTION. The Force would, balancing cost of generating income against the income generated, consider potential opportunities for additional income generation, looking at arrangements in forces that were generating more income than the West Midlands Police.**

089/13 Budget Consultation 089/13

The Chief Finance Officer introduced the report which launched a consultation on budget and precept proposals for 2014-15 and beyond.

The Board considered the report and the discussion focused on the following areas.

- The Deputy Chief Constable wished to make it clear that although there had been an increase in crime figures over the summer, this was not at a level that the Force had not anticipated. The Force was still in a position where it could meet demands on the service. Crime figures had fallen in October. However it was now time to consult on the continuing application of A19 and the need to restart recruitment. The budget position allowed for this. Recruitment would assist with the Commissioner's objective of working towards the Force more closely reflecting the demographics of the communities of the West Midlands that the Force served.

- The Commissioner clarified that while he was still concerned about the ‘tipping point’, whereby the need to be responsive detracting from preventative policing work, he did not consider that that position had yet been reached in the West Midlands but that it was a risk for the future. He was hoping to avoid reaching the ‘tipping point’ in future by injecting resources now. He acknowledged that the decision on A19 was for the Chief Constable and welcomed the consultative approach to the decision on this proposed by the Chief Constable.

Consultation process

- The Board members noted and supported the approach outlined on consulting on the proposals in the paper. **ACTION. The Force would investigate whether it might be possible to include a question in the current Feeling the Difference survey wave about the budget consultation process.** *Subsequent to the meeting it was confirmed that the timing of the next wave did not align with the consultation timetable needed to set the precept by February 2014.*
- On a more general matter, the Board noted that the Commissioner’s budget and precept proposals would be discussed by the Police and Crime Panel in February 2014 and that a number of decisions would need to await the outcome of their views.

Comparison with other forces

- When making comparisons with other forces about funding formulas and precept levels, it might be helpful to compare with forces more akin to the West Midlands Police (WMP) rather than only with Surrey Police. The arguments about the precept levels were more compelling when comparing WMP against other large metropolitan forces, eg West Yorkshire or Greater Manchester Police. The arguments about government grants were more compelling when comparing WMP against Surrey Police.

Recruitment and progression

- The Force confirmed that they were able to target recruitment in ways that would reach potential candidates who would fall under all of the protected characteristics in the Equalities Act. **ACTION. The Force would submit a paper to a future Board meeting on how it would conduct its recruitment exercise.** *This matter has been included in the proposed agenda for the Board meeting to be held on 1 April 2014. It will form part of the HR report.*

090/13 Performance against the 2013-14 Milestones and Deliverables in the Police and Crime Plan

090/13

The Deputy Chief Constable and the Chief Executive introduced the report which outlined performance against the milestones and deliverables set out in the 2013/14 Police and Crime Plan.

During the discussion, the Board noted that:

- The October figures would be in the next report but the Deputy Chief Constable reported that they showed that the trend in overall crime had reduced by 0.5%, burglary had reduced by 12-13%, violent crime was unchanged and satisfaction data was largely unchanged. **ACTION. The Board requested an analysis of the violence with injury figures to see if there was any correlation between them and priority areas.**
This information was provided to the Board by Mark Wentzell on 19 November.
- The Force was far from satisfied with the customer satisfaction data and would be looking more closely at this both in respect of the services the Force was providing as well as the way in which the sampling was being carried out. **ACTION. At the Board's request, information on ACC Forsyth's work around customer satisfaction relating to vehicle crime would be included in a future Performance report.**
A note has been made to include this information in the ACC Local Policing and Service Improvement Portfolio report in January 2014.
- Local policing and crimes boards were at different stages of development: some were up and running while others would be at that stage by the new year. Assistant Police and Crime Commissioners were now engaged with the boards.
- Representatives from voluntary and third sector organisations had been included in a number of the Commissioner's summits.

091/13 Human Resources Update

091/13

The Head of Human Resources introduced the report which provided an update on workforce strategy initiatives and matters affecting the HR function. The Board considered the report and the discussion focused on the following areas.

Force attendance

The Board noted that:

- the report referred to a 96% attendance rate for police officers on average. This equated to just under ten days' absence over the last 12 months;
- PCSO attendance rates were concerning and varied across the

local policing units (LPUs);

- the Force acknowledged that attendance rates should be improved and that this was area that it was working on.

Support for Police Officers and Police Staff

The Board noted that:

- support for officers and staff who were involved in dealing with traumatic incidents was being discussed at the Command Team meeting;
- the process for releasing police officers to frontline operational duties was being managed carefully. The Force was doing some preferencing work with them and tried to balance officers' expectations and career aspirations with organisational requirements. Skill sets were also considered.

092/13 Staff Survey 2013

092/13

The Deputy Chief Constable introduced the report which analysed the results and the key themes for the Force arising from the Staff Survey conducted in the summer of 2013.

The Board had previously, at one of its informal Group meetings, had a presentation on the results of the staff survey.

During the discussion, the Board noted the assurance from the Force that:

- the 92.2% of respondents saying that they understood the responsibilities of their role was a positive response. The question had been included in the survey because of the significant changes to the organisation that had taken place through Programme Paragon, Continuous Improvement and Priority Based Budgeting. It was about the understanding that respondents had about their role across the whole force and the more complex way of working;
- there was no correlation between respondents who gave more positive responses and the LPUs to which they were attached.

093/13 West Midlands Police Freedom of Information Update

0793/13

The Chief Information Officer introduced the report which provided an update on the issues facing the Force in respect of Freedom of Information (FOI) requests. The Head of Information and Relationship Management was in attendance to answer questions.

The Board considered the report and expressed concern about the Force's failure to fulfil its statutory obligations under the Freedom of Information Act (2000). The Board welcomed the work that was being carried out to resolve the problems but expressed extreme concern that it was thought acceptable to not provide individual responses to all

those who had contacted the Force. The Board noted in particular that:

- **ACTION. The Force would now write to all of the people who had not received a response from the Force to FOI requests made prior to 1 January 2013. The Force would apologise to them, ask them whether they still wanted the information and explain what action they would be taking;**
- a representative from the Information Commissioner's Office (ICO) would be visiting the Force in December. **ACTION. The Force would check with the ICO whether its proposed approach to the management of the backlog was satisfactory;**
- the Force expected all outstanding requests to be completed by January 2014. **ACTION. The Chief Information Officer would provide an update on progress in his next report to the Board.** *The next report scheduled for December has been deferred to January. A separate report on the FOI work has been scheduled for the February 2014 meeting.*

The Board noted that the West Midlands Office for Policing and Crime (WMOPC) was also a public body with FOI responsibilities but it was separate from the Force. The WMOPC was compliant with its FOI obligations. Its performance on FOI was reported quarterly to the Board. **ACTION. The Force would adopt the approach of the WMOPC to report on FOI performance on a quarterly basis to coincide with the Force report on complaints.**

094/13 ACC Security Portfolio Update

094/13

ACC Beale introduced the report which provided an update on the security portfolio for which he was responsible.

The Board considered the report and noted the following.

- ACC Beale asked that those present take a moment to think of the family of Mohammed Saleem who had been murdered in April. Pavlo Lapshyn had been found guilty recently of his murder along with other offences relating to terrorism.
- The Force was engaged in a review of evidence from the Birmingham Pub Bombings of the 1970s. It was collating and analysing over 12,000 documents and had invited an external review of the forensics.
- ACC Beale wished to take the opportunity to correct a recent Birmingham Mail headline which appeared to indicate that the Force believed that organised crime gangs were funding terrorism. This was not the Force's assessment.
- The Commissioner wished to put on public record how well the Counter Terrorism Unit had served the public of the West

Midlands and the UK. He commended ACC Beale and his team on Operation Clock Face in particular. They had worked closely with the community, neighbourhood policing and key partners. In his view, this was how such operations should be done.

- The Commissioner would be holding a Communities Against Extremism Seminar on 19 December 2013 where he would be looking for opportunities to build upon the partnership and community work referred to above.
- In discussing any review of arrangements for counter terrorism Board members would support existing arrangements as there was a danger that local information and interactions with the local communities might be lost.
- It was unclear how the current review of ACPO impacted on ACPO (TAM) and its role in advising on the allocation of funding for counter terrorism policing. It seemed that the Home Office wished to continue with the current ACPO (TAM) arrangements for the time being.
- Cyber Crime was considered to be a Tier 1 national risk.

095/13 Deputy Chief Constable's Portfolio Update

095/13

The Deputy Chief Constable introduced the report which provided an update on his portfolio.

The Board considered the report and noted that:

- Board members were encouraged to attend the launch of the two contact centres on 26 November;
- there were now five organisations bidding in the Innovation and Integration Partner (IIP) project following the ISOP evaluation exercise: Accenture UK, Capita, IBM, Deloitte and KPMG;
- **ACTION. The Force offered to brief the Board on the Location Profiles stand-alone project at a future informal Group meeting of Board members;**
This has been included in the Group meeting for 15 April 2014.
- the Force would adopt the Chester step test as its new fitness test;
- the next report would include an update on civil litigation activity for the financial year.

The Commissioner thanked members of the Board for their involvement in various aspects of the Force change process.

096/13 Operation Sentinel Update

096/13

Detective Chief Inspector Davis introduced the report which provided an update on the progress of Operation Sentinel.

The Board considered the report and commended the Force and its partners and the media for the work on this operation.

ACTION. An evaluation report would be submitted to a future meeting once the operation was complete. In the meantime, Detective Chief Inspector Davis would circulate Operation Sentinel newsletters to Board members.

The first two newsletters were circulated on 7 November and arrangements put in place for circulating future editions. The report has been added to the workplan for March 2014.

097/13 Action Plans from Summits

097/13

A) Safeguarding Summit

Andrea Gabbitas introduced the report which provided a summary of the Commissioner's Safeguarding Summit and the action plan developed as a result of the summit.

The Board considered the report and noted that:

- there would be another Safeguarding Summit in January 2014. The Commissioner would invite Stephen Rimmer to chair it. It had recently been announced that Stephen Rimmer would be based in Birmingham City Council but working with all seven local authorities and the Force on information sharing and child sexual exploitation;
- some of the themes emerging from the Safeguarding Summit were similar to those from the Child Sexual Exploitation and Human Trafficking Summit. The action list from the latter was scheduled to be submitted to the next Board meeting.

B) Stop and Search Summit

Jonathan Jardine introduced the report which asked the Board to consider the draft Stop and Search Action Plan which would be subject to public consultation. The action plan had been developed jointly with the Force. It built on existing actions undertaken by the Force and reflected the issues raised at the Commissioner's Stop and Search Summit held on 20 September 2013. Chief Superintendent Burgess was in attendance to answer questions.

The Board considered the report and noted that the decision about the future use of Airwave for Stop and Search was imminent and that there would be a thorough evaluation of the body-worn cameras pilot.

The Commissioner was considering referencing the action plans from all of his summits in his Police and Crime Plan as way of ensuring that progress was monitored.

There were three draft decisions for discussion:

A) Approval of the Confidential Reporting Policy

The Board considered the report and supported the proposed revised Confidential Reporting policy.

ACTION The Commissioner would make a formal decision to approve the Confidential Reporting Policy

The Commissioner made the decision on 6 November 2013. Decision WMPCC 040 2013 Confidential Reporting Policy can be found on the Commissioner's website www.westmidlands-pcc.gov.uk

B) Approval of the Anti-fraud, Bribery and Corruption Policy

The Board considered the report and supported the proposed Anti-fraud, Bribery and Corruption Policy.

ACTION The Commissioner would make a formal decision to approve the Anti-fraud, Bribery and Corruption Policy.

The Commissioner made the decision on 6 November 2013. Decision WMPCC 041 2013 Anti-fraud, Bribery and Corruption Policy can be found on the Commissioner's website www.westmidlands-pcc.gov.uk

C) Invest to Save Bids

Alethea Fuller introduced the report which sought the Board's comments on the Commissioner's forthcoming decision on the bids which had been made by six community safety partnerships from the Commissioner's Invest to Save budget.

The Board considered the report and noted that further information was required before the Commissioner could make his decision. For example, the Force would need to confirm whether it could provide the necessary support for the proposed Specials recruitment in Coventry. The Force would also provide information about the current funding arrangements for the Sandwell MASH and whether there were opportunities to match funding with other partners.

ACTION The Commissioner would make a formal decision to approve the bids for funding from his Invest to Save budget as soon as he had received the additional information he had requested.

The Commissioner made the decision on 29 November 2013. Decision WMPCC 043 2013 Invest to Save Budget Business can be found on the Commissioner's website www.westmidlands-pcc.gov.uk

099/13 Referrals from Local Policing and Crime Boards, Police and Crime Panel and partner bodies 099/13

There were no referrals from Local Policing and Crime Boards, the Police and Crime Panel or partner bodies. No thematic issues had yet been raised by any members of the Board.

100/13 Chief Constable Update 100/13

The Deputy Chief Constable gave an oral update on significant operational matters including:

- The recent Home Affairs Select Committee inquiry into what was commonly referred to as ‘Plebgate’ and the outcome of the Independent Police Complaints Commission (IPCC)’s supervised investigation into the conduct of the three Police Federation representatives during and after their meeting with Andrew Mitchell MP. The Deputy Chief Constable acknowledged that the matter had been very damaging to the Force and to policing in general. The Chief Constable had apologised personally to Mr Mitchell. The Deputy Chief Constable wished to make it clear that the Force had not carried out an investigation into the conduct of the three Police Federation representatives; it had received a report produced by West Mercia Police who had carried out the investigation for the IPCC. The IPCC had seen the report which the Force had received. The Force welcomed the forthcoming new independent investigation into the matter.
- The Diamond Awards – information was available on the Force website on how to nominate individuals. The closing date was towards the end of December and the Force looked forward to receiving nominations.

	Outstanding Actions from Previous Meetings	
007/13	Force Performance 2012-13	007/13
	The data that the Force could now track at neighbourhood level was very good. It would be worth the Board having a full presentation on this; ACTION: Chief Executive to arrange for Board to be briefed.	
016/13	Professional Standards Department, Quality of Service	016/13
	West Midlands Police Working Group on disproportionality. The Board welcome the work being done on disproportionality. ACTION The Force would circulate the action plan to members of the Board.	

040/13	Performance against the 2013-14 milestones and deliverables in the Police and Crime Plan	040/13
	ACTION The Deputy Commissioner would discuss with the Force how she might promote the good work of the Counter Terrorism Unit in ensuring public safety.	
045/13	Collaboration Update	045/13
	There were no further details yet about the £50m innovation funding mentioned in the Comprehensive Spending Review statement. ACTION The Board would be updated on the innovation funding once the details had been received.	
046/13	Outcomes from the Victims' Consultation	046/13
	The Board considered the report and supported option 1 which was to set up a West Midlands-wide structure, led by Victims Support, working with other voluntary, community and social enterprise (VCSE) organisations. ACTION The Commissioner and Cath Hannon would explore this option further taking into account the concerns raised by some of VCSE organisations.	
064/13	ACC Operations Portfolio Update	064/13
	<ul style="list-style-type: none"> ○ ACTION. The Force and the Commissioner would explore whether it would be possible for a representative from the West Midlands Police to attend the regional NPAS board meetings as an observer. 	